



City of Eugene Vaccine Verification Policy

Frequently Asked Questions

Q: How will the City verify that employees are fully vaccinated?

A: We may accept the following forms of documentation as proof of vaccination status if the employee:

- Shows their vaccination card that includes their name, the date of their vaccines (or vaccine if it is a single-dose vaccine) and the location or site of the vaccine(s).
- Shows a photo of their vaccination card that includes their name, the date of their vaccines (or vaccine if it is a single-dose vaccine) and the location or site of the vaccine(s).
- Shows their vaccination card through a vaccination application on a smartphone, computer, or tablet.

Q: Can I text or email a photo of my vaccination card?

A: No; please show your proof of vaccination in person or via Teams, Zoom, or other video conferencing process.

Q: What information about my vaccination status will the City retain?

A: Supervisors will only keep a list of names of employees that have shown proof of vaccination.

Q: What are the penalties for individuals who lie about being vaccinated or who provide false documentation?

A: This would be a violation of the Statewide Mask, Face Covering, Face Shield Guidance. It is a Class C misdemeanor to violate the mask, face covering, face shield requirement. Employees who break the law can be subject to disciplinary action.

Q: Does the new [Interim Guidance for Fully Vaccinated Individuals](#) apply in local government buildings?

A: Yes, as employers, local governments are subject to the Interim Guidance for Fully Vaccinated Individuals. However, local governments are not required to allow fully vaccinated individuals without face coverings onto their premises. The City will continue to require that face coverings be worn by both employees and community members in spaces open to the public. Fully vaccinated employees can remove their face coverings in those settings if members of the public are not present, but must be ready to put on a face covering immediately if a member of the public enters the space.

Q: Does the new [Interim Guidance for Fully Vaccinated Individuals](#) change social distancing requirements?

A: Yes, however workgroups are asked to retain 6' of distance between individuals as much as practical.

Q: Do employees have to wear face coverings in vehicles?

A: Yes, unless they are the only occupant. If there are 2 or more occupants in a vehicle, everyone must wear face coverings. This may not always apply in certain public safety situations; ask your supervisor if you are unsure. This guidance has been adopted because in vehicles we cannot guarantee sufficient air



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circulation. This is a risk that we can mitigate.

Q: Do employees have to wear face coverings if they are outdoors?

A: No. Employees do not need to wear facial coverings outside unless there is sector-specific guidance or workgroup policies that apply. Examples include (but are not limited to) certain childcare and youth-related activities, certain Airport areas, and Fire protocols. OHA strongly recommends that individuals who are unvaccinated or who are at risk for severe COVID-19 disease continue to wear a mask, face covering or face shield when in outdoor crowded areas or in outdoor large gatherings of individuals, and maintain physical distancing. Crowded areas and large gatherings of individuals include but are not limited to venues, event areas, sports events, fairs, festivals, parades, graduation ceremonies or wedding receptions.

Q: If I had COVID-19 already, isn't that the same thing as being fully vaccinated?

A: No. Experts do not yet know how long people are protected from getting sick again after recovering from COVID-19. The CDC recommends that individuals should be vaccinated regardless of whether they have already had COVID-19.

Q: How does the [Interim Guidance for Fully Vaccinated Individuals](#) affect OR-OSHA's rules?

A: OR-OSHA's rules refer to OHA guidance face coverings. Therefore, enforcement of the OR-OSHA rules adjusts to reflect the current OHA guidance. Compliance with the OHA Interim Guidance for Fully Vaccinated Individuals also satisfies OR-OSHA rules as far as face coverings are concerned. For more information, review [OR-OSHA's Statement Regarding Vaccination Status in Relation to Oregon's Facial Covering and Social Distancing Requirements](#). Note: the other requirements of OR-OSHA's COVID rule must still be met.

Q: Do fully vaccinated individuals count toward the maximum capacity limits in the sector risk level guidance chart?

A: Yes.

Q: What do I do if another employee is unmasked and I am concerned about their status as fully vaccinated?

A: If you feel comfortable, confirm the unmasked employee's vaccination status with them directly. This is an opportunity to build trust with your colleagues. If you are uncomfortable doing so or still have concerns about their vaccination status, report them to your supervisor who will follow up to confirm vaccine verification and take appropriate action.

Q: Is it a HIPAA violation for the City to verify an employees vaccination status?

A: No, HIPAA does not apply to verifying vaccination of an employee because in this case the City of Eugene is acting as an employer and not a covered entity under HIPAA.

Q: How long can we expect this policy to be in effect?



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A: The governor has signaled her intent to drop requirements to verify vaccination status when the state reaches a point where 70% of Oregonians over the age of 18 have received at least one dose. We will continue to follow lead agency guidance, and when that guidance changes, we will review the policy.

Q: Does this guidance apply to those working in other operational locations (like facilities staff)?

A: Employees must follow the adopted policy for each work area that they are reporting to – this may change site to site. Employees riding in vehicles between sites will be required to follow guidance specific to vehicles. If an employee reports onsite without a face covering and you are not aware of their vaccination verification status, employees can notify supervisors of this question and supervisors will work together to ensure that vaccination verification has occurred.

Q: Can I take a photo or make a copy of an employee's vaccination card?

A: While the City is legally allowed to make copies of an employee's vaccination card, there is not currently a business need to take photo copies at this time.

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